

Lowell Public Schools

# **LHS New HOS Initial Assessment**

July 9, 2020

# **Turnaround Plan**



## Agenda

*Overview Turnaround Plan*

*Data Analysis*

*Current Administrative Structure*

*Opportunities for Improvement*

*Alternative Options*

*Next Steps*

LOWELL

PUBLIC SCHOOLS



## Lowell High School - Turnaround Around Plan

In the 2018 Official Accountability Report for Lowell High School, DESE identified areas of need that affect the quality of our high school.

- low subgroup performance (Asian, White, SWD)
- low participation rate (SWD)

In June 2019, LHS submitted a plan, focusing on areas of improvement:

- establish common practices that are consistent and equitable for all students by supporting shared leadership and mutual responsibility through foundational work in professional collaboration.
- integrate intentional practices to improve teacher- specific instruction and student-responsive instruction.
- identify specific supports and interventions informed by data to best serve student-specific needs.
- create a safe, orderly and respectful environment for students and foster a collegial and collaborative culture among teachers.

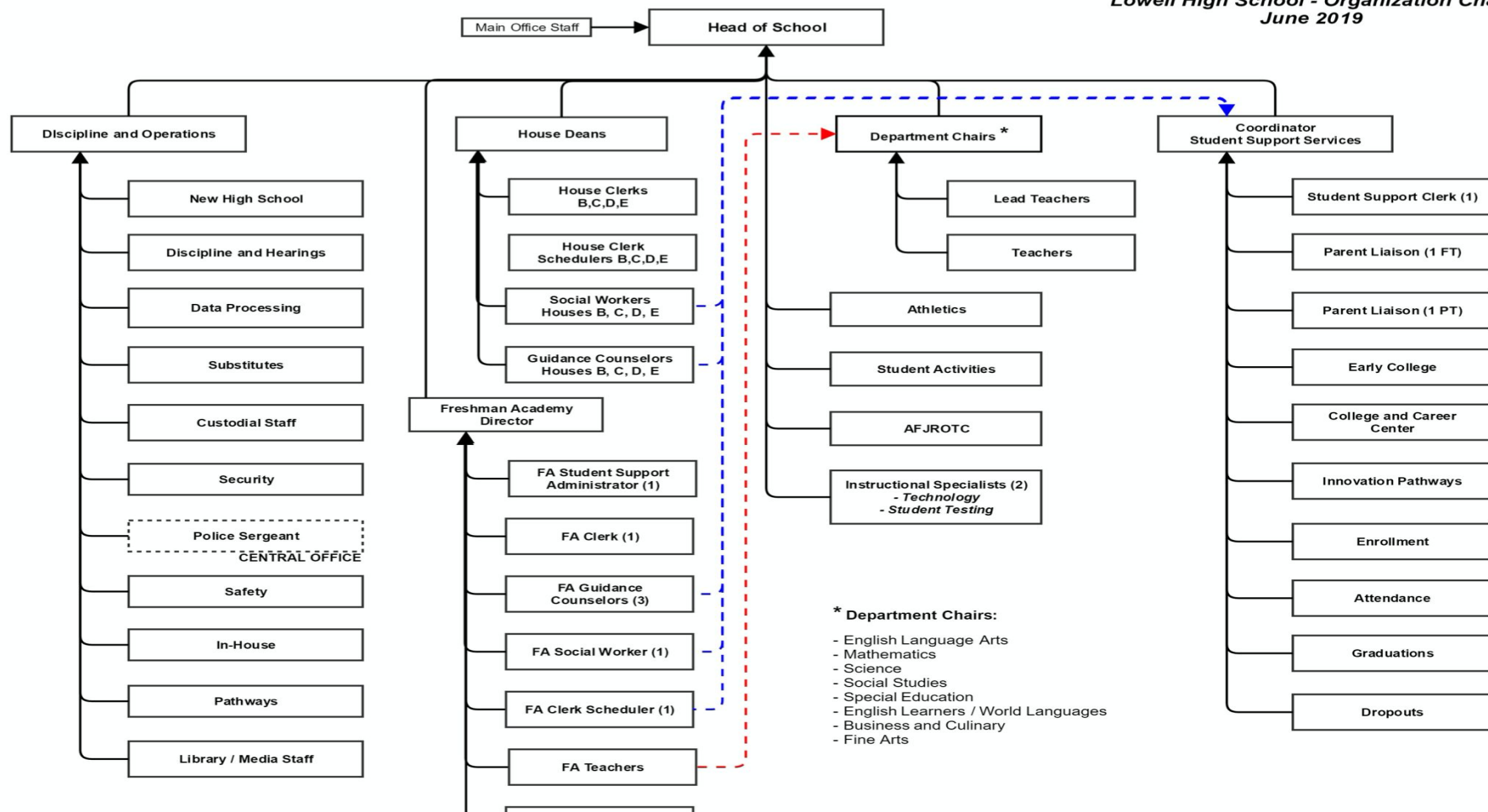




## Data Analysis

2019 Graduation Rates			MassCORE Rates		
	<u>LHS</u>	<u>State</u>		<u>LHS</u>	<u>State</u>
All Students	82.5%	88%	All Students	40.9%	81.4%
<b>Hisp/Latino</b>	<b>66.7%</b>	<b>74.4%</b>	Female	47%	83.6%
EL	61.6%	64.6%	Asian	45.7%	77.1%
<b>SWDs</b>	<b>48.4%</b>	<b>73.9%</b>	White	45%	86.8%
AA/Black	81.7%	79.9%	High Needs	37.5%	73.3%
Low Income	78.5%	78.5%	AA/Black	33.7%	64 %
			Male	33.3%	79.1%
			Hisp/Latino	31.8%	71.4%
			SWDs	20.9%	73.9%
Attendance Rates			Out of School Suspensions		
	<u>LHS</u>	<u>State</u>			
All Students	91.4%	94.6%	All Students	7.4%	
AA/Black	94.6%	94.1 %	African. American/Black	7.7%	
Asian	93.7%	96.2%	Asian	3.3%	
High Needs	93.7%	96.2%	Economically Disadvantaged	10.1%	
<b>Hisp/Latino</b>	<b>86.8%</b>	<b>92.7%</b>	English Learners	6.9%	
<b>SWDs</b>	<b>82.4%</b>	<b>93.0%</b>	Female	4.6%	
			High Needs	9.3%	
			Hispanic/Latino	14.1%	
			SWDs	19.4%	







## Opportunities for Improvement

- The reorganization proposes a shift to small learning communities, with an administrative team that fosters and supports students with evidence based practices.  
**These practices support and promote a shift from:**
  - compliance to engagement
  - from punitive to restorative
  - a deficit model to an asset based model
  - sharing information with students to including students in the decision making process
- Promote integration and alignment of instruction, support services, and resources to foster small, vibrant and supportive learning communities designed for the 21st century.
- Renewed focus on **teaching and learning** by supporting teacher growth, skills and a sense of belonging through increased support, feedback, and instructional coaching from principals and assistant principals within each of the small learning communities.
- Add a Director of Curriculum, Instruction and Assessment to facilitate the process for the school and community to reflect and act on relevant data to monitor progress, course correct, and accurately and effectively communicate to all stakeholders.



## Options

Re-organize Now	Phased Re-org	Stay Put
<ul style="list-style-type: none"> <li>-Five Principals</li> <li>-Five Asst. Principals</li> <li>-Director of CIA</li> <li>-Gained cost efficiency</li> <li>-Aligned supports for students and teachers</li> <li>-Cost benefit</li> </ul> <p>-----</p> <ul style="list-style-type: none"> <li>- Accelerated timeline</li> </ul>	<ul style="list-style-type: none"> <li>-Year 1 Start with FA</li> <li>-Year 2 Complete re-org</li> </ul> <p>-----</p> <ul style="list-style-type: none"> <li>- Longer implementation timeline</li> </ul>	<p>Keep the current structure in place</p> <p>-----</p> <ul style="list-style-type: none"> <li>- No change for students and staff</li> </ul>





## Next Steps

- 7/9 Subcommittee Meeting
- 7/15 School Committee Meeting
- 7/16 Positions Posted
- 7/17 Interview Teams Formed
- 7/17-8/7 Meetings with School Community, Stakeholders
- 7/20 -7/27 Principal Interviews
- 7/29 - 8/5 Assistant Principal and Director of Curriculum
- 7/31 Principals Selected and Appointed
- 8/7 Appoint APs & Director of CIA

